



We Develop Active Global Citizens

2023 AFS ANNUAL REPORT





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LETTER FROM THE CEO & CHAIR

— As we reflect on 2023, we are reminded once again of the profound impact of global exchange, youth leadership and volunteerism.

The past year has been one of both growth and transformation for AFS, as we continued to foster intercultural understanding and build a more peaceful world through our programs and initiatives.

At the heart of AFS are the students, families, volunteers, educators, and partners who help bring our mission to life. This year, we are particularly proud of the strides made through our exchange programs, both in-person and virtual, which are critical as the world faces increasingly complex global challenges.

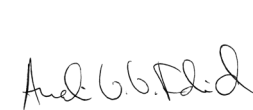
Through initiatives like the AFS Youth Assembly we are advancing youth leadership and sustainable development worldwide. Our achievements this year would not have been possible without the dedication and support of our vast network. Volunteers continue to be the backbone of our organization, contributing their time, expertise, and passion to ensure the success of our programs. Additionally, the unwavering commitment of our partner organizations, host families, and educators has been instrumental in shaping meaningful experiences for our participants.

We firmly believe that building connections between individuals and communities across borders is key to fostering mutual understanding and empathy.

Looking ahead, we are excited to embark on new projects and initiatives aimed at expanding our reach and deepening our impact. AFS remains steadfast in its mission to develop global citizens, build bridges across cultures, and create positive social change. We are confident that the steps we've taken in 2023 have strengthened our foundation and positioned us for a future filled with growth, innovation, and continued success.

On behalf of the entire AFS team, thank you for your continued belief in and support of our work. Together, we are shaping a more just and inclusive world, one exchange at a time.

With gratitude,



**Amalie Ferdinand
(AFS 1997)**
Chair, Board of Trustees



Daniel Obst
President and CEO





2023 AFS REACH AT A GLANCE

— AFS empowers all participants with essential global skills—and the passion for making a difference. As a global organization with 100+ years of experience, we envision a world in which people from all backgrounds embrace differences and believe that we are stronger

because of them, a world where individuals and institutions are empowered to actively work towards advancing global understanding, and take action for collective well-being and sustainable development.

AFS has activities in

150+
Countries



56

AFS Network
Organizations



30,160

AFS Volunteers



23,198

Schools we
work with



500,000+


Exchange program alumni



Program Participants



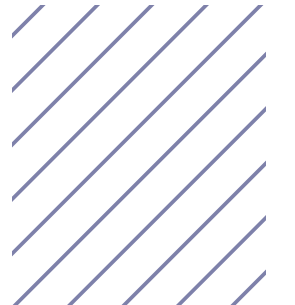
7,957
AFS Study Abroad Participants



4,344
Virtual Exchange Participants, including Educators




2,005
Domestic Exchange Participants




8,723
AFS Host Families



903
Classroom Exchange Participants



808
Youth Assembly Delegates and Observers

AFS Youth Assembly Delegates come from:

North America	15%	Europe	14%	Sub-Saharan Africa	34%
Latin America & The Caribbean	14%	Middle East & North Africa	8%	Asia & The Pacific	15%
	8%		15%		15%

Trainings & Events



25,714
Intercultural Events Participants

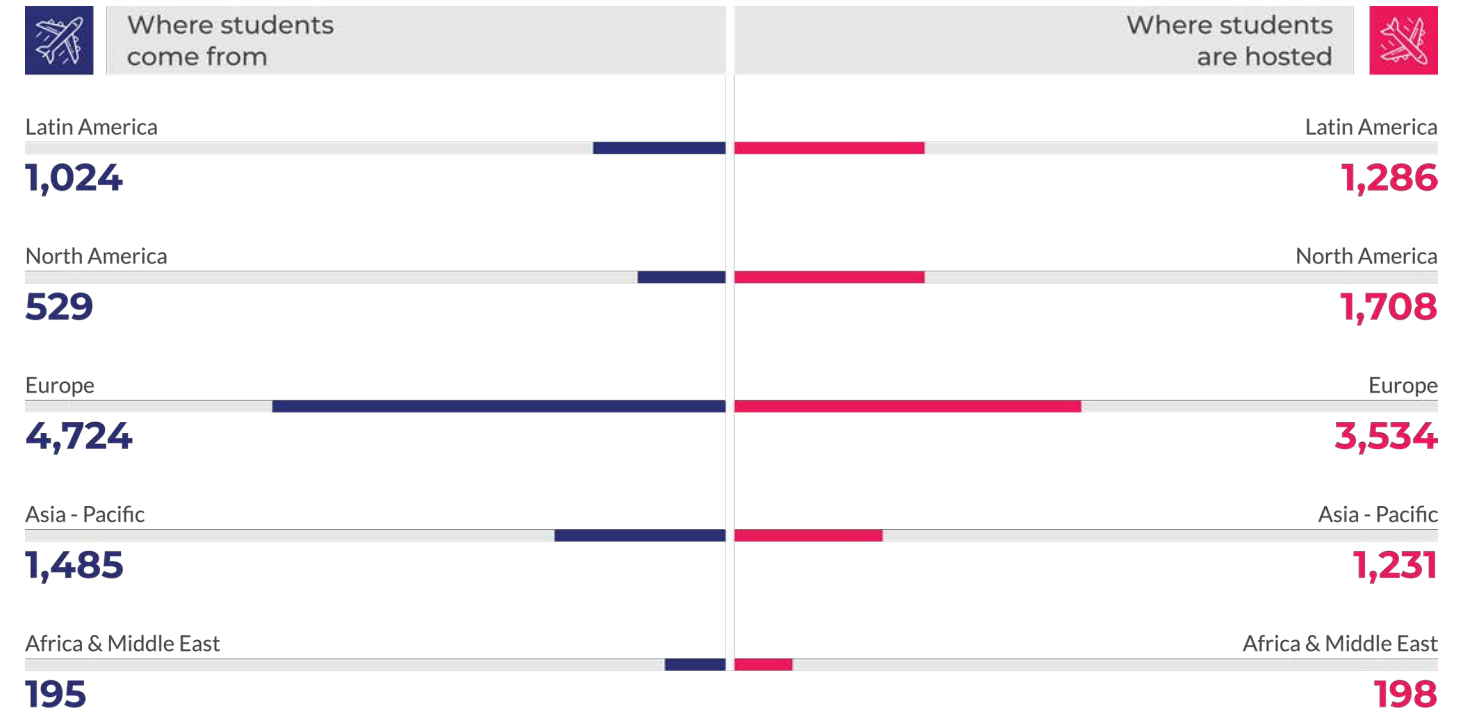


15,119
Intercultural Training Program Participants



2,857
Webinar and Virtual Event Participants

Geographic distribution of AFS study abroad programs:



AFS Theory of Change

How AFS Develops Active Global Citizens
The AFS Theory of Change = how we create impact





CREATING ACTIVE GLOBAL CITIZENS WITH STUDY ABROAD AND VIRTUAL EXCHANGE

— Developing Global Competence through Study Abroad Programs

AFS exchange programs in 2023 provided transformative, immersive experiences for close to 8,000 high school students, connecting them with host families and communities in over 90 countries.

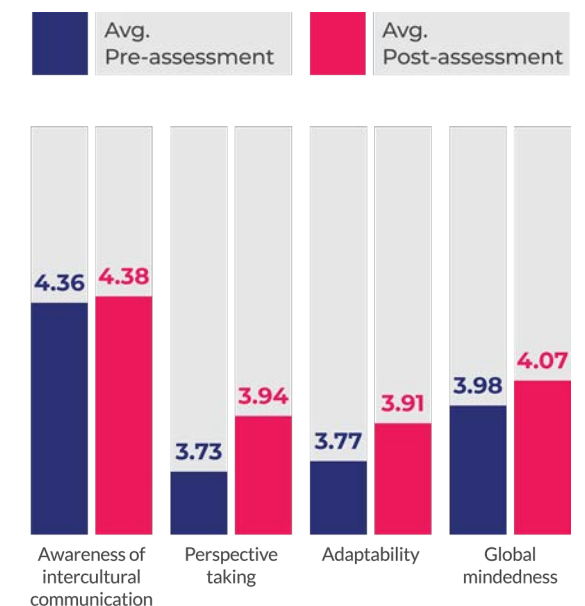
The 500,000 young people who have gone on AFS exchange programs over the last 77 years can attest to the fact that our programs change lives. Our 2023 report, *Educational Impact Assessment of the AFS Student Learning Journey*, confirms that our programs lead to an increase in students' global competence development—making them better able to shift and understand perspectives of others, and become more adaptable and global-minded. The assessment showed that the students' global competence increases across most of the dimensions measured: awareness of intercultural communication, perspective taking, adaptability and global mindedness.

The *Educational Impact Assessment* of the AFS Student Learning Journey was conducted to measure the impact of our educational curriculum, which combines virtual education and in-person learning to develop global citizens. The *Assessment* used tools aligned with the OECD's PISA Global Competence Framework.



One Turkish student in Denmark captured the transformative impact perfectly:

“A part of me has emerged that affects those around me more positively. I am more affectionate, connected to life, and excited about the things I will experience. I look at things more positively from a broader perspective. I have definitely become a more organized person who has goals, is aware of my responsibility for them, and takes action. I can also say that I have started to enjoy making small gestures to add positivity to people’s days.”



Awakening Host Families to Fresh Perspectives

AFS exchange programs provide a transformative learning experience for both the young students who travel abroad and the host families who welcome them. As Art Howe, AFS World War II volunteer, president, and life trustee, wrote in 1971:

“The programs of AFS are also designed to promote learning by the host families, who—quite as much as the students—will be awakened to fresh perspectives on their internal and external relationships.”



Host Family Contreras from Costa Rica

The AFS hosting experience enables meaningful connection, learning and growth in families. It empowers them to become active global families and bring culture, diversity and opportunity to their communities. In 2023, AFS launched two key initiatives to energize the host family experience:

- **New Host Family Application:** AFS launched a new application to streamline and enhance the host family experience. It makes it easier for our families to find resources about their experience using an intuitive interface and improved tools.
- **Global Host Families Survey:** AFS launched the first-ever Global Host Families Survey to gather valuable insights from host families around the world. This initiative invited hosts to share their experiences, what hosting an AFS exchange student means to them, and the impact on their families. By capturing this feedback, we aimed to deepen our understanding of the host family experience and identify opportunities for further enhancement. The survey results will be instrumental in strengthening our programs and ensuring that future host families have an even more rewarding and impactful experience.

An AFS historical brochure speaks of the importance of families for AFS programs, describing them as **“a two-way program of seeing and showing. In this way, young citizens of the world learn to appreciate and to respect the similarities and differences of people who, though they live in different countries, have dreams and efforts similarly directed toward the goal of a peaceful and useful life.”**



This is how one of our host parents, Jaime Batz from the USA, described their hosting experiences:

“The experience with our exchange son from Italy was truly so much more than we ever imagined. Both us and him discovered new interests and strengths we had that we were never aware of. We also learned about global issues and perspectives that we never would have gained without having this hosting experience. We have remained in contact with our exchange son and his family and hope to go visit them next summer in Italy!”

Enabling Institutions and Individuals to ‘Global Up’ with AFS Virtual Exchange

Over 4,000 learners from 80+ countries engaged in the AFS Global Up suite of virtual programs, designed to help individuals develop essential global competence skills like cultural awareness, empathy, critical thinking, and problem-solving. These programs are designed for young people, educators, and professionals who want to improve their ability to work and thrive in a globalized world, communicate effectively across cultures, understand global issues, and collaborate in diverse environments. AFS also provided training for 200 new Qualified Facilitators who are certified to bring the program into their institutions, schools and professional circles.

In 2023, AFS launched **Global Up Americas, a 2-year virtual exchange to foster cross-cultural connections and global competence. This initiative is made possible through a grant from the Stevens Initiative** which is housed at the Aspen Institute and supported by the Bezos Family Foundation. Over the course of 2023 to 2025, more than 3,000 students will receive full scholarships to participate in an immersive virtual exchange between the United States, Colombia, Mexico and potentially other countries in the Americas. Additionally, the program will empower 120 teachers with the tools and expertise to foster, sustain, and expand virtual exchange and intercultural education.

AFS partners with higher education institutions and other organizations through the Global Up Programs to deliver the AFS Global Competence Certificate.

Major partners include Education New Zealand, Institute for International Education, Cultural Vistas and a number of universities across the United States. In 2023 new partnerships were made with institutions like Brenau University, Cowen Institute at Tulane, NuVance Health, Davidson University, Central State University, Tsinghua University and more. These institutions are implementing Global Up programs for professional development, study abroad preparation and global competence development for faculty, medical providers, climate funders and more.



Creating Pathways to STEM and Sustainability Education

Through the **Global STEM Changemakers Initiative, funded by bp**, AFS is creating pathways to STEM and sustainability education, leadership, and social impact—for students and educators alike. This scholarship initiative includes a suite of five unique program opportunities focusing on STEM, sustainability and global citizenship. These programs equip young people and educators from diverse backgrounds around the world with key technical competencies, such as digital skills, design thinking, and data literacy, paired with global competencies, such as critical thinking, intercultural awareness, and teamwork, to become changemakers in their communities and work towards a sustainable future.



Kerry Dryburgh speaking to grantees at the 28th AFS Youth Assembly on August 2023 in New York City.

“It is always exciting to see strong interest from brilliant young women around the world. With their passion to make a difference and the skills they will learn, they are sure to become future changemakers, leaders, and innovators.”

– Kerry Dryburgh, EVP people & culture, bp

2023 welcomed the largest cohort yet: 1,095 Global STEM scholars from 88 countries across five programs:

- **Global STEM Academies:** 194 scholars from 18 countries, hosted in six Academies – Brazil, China, Egypt, India, the United States, and a brand new multi-destination Academy in Europe (Belgium, Germany, and the Netherlands).
- **Global STEM Accelerators:** 365 young women from 77 countries, in two virtual cohorts. 20% of the scholarships were allocated for refugees and girls from displaced populations. AFS conducts outreach with support from SPARK, an international NGO that creates pathways for young people in fragile communities worldwide. The program also provides internet and technical support for users in need.
- **Global STEM Educators:** 249 teachers from 28 countries, in two virtual cohorts
- **Global STEM Innovators:** 162 scholars engaged in domestic exchange across three countries: Australia, Indonesia, UK
- **Youth Assembly:** 125 scholars from 40 countries, hosted across four programmatic tracks: Changemakers, International Affairs, Educators, and Climate Entrepreneurship.



Representatives of AFS and bp at the PIEoneer Awards in London.

2023 also marked Year 2 of the 5-Year Global STEM Changemakers Initiative, and 1,738 scholars from 99 countries have been impacted by Global STEM scholarships thus far. This initiative is expected to support 5,000 scholars over five years.

In a global competence assessment of the Global STEM scholars, participants demonstrated significant improvement in areas of awareness of intercultural communication, perspective-taking, adaptability, openness, and global-mindedness.

The Global STEM Changemakers Initiative has earned several prestigious accolades in international education, including the **PIEoneer of the Year Award** for program innovation, and **Diversity Abroad's EDIIE Award**, recognizing strides in diversity and inclusion.

Engaging Teens in Virtual Exchange

AFS Global You Adventurer and AFS Global You Changemaker are virtual exchange programs designed by AFS to develop global competence and leadership skills among young people.

AFS Global You Adventurer serves as an introduction to intercultural learning and global citizenship for high school students. It focuses on helping participants understand cultural differences, build empathy, and improve communication skills across diverse cultures.

- 205 participants joined this program in 2023, with the most popular countries of origin being Hong Kong, Japan, Mexico, USA, China and Chile.
- Large sponsored projects, like Youth Empowerment Project (AFS Hong Kong with grant support from the Richard Charles Lee Charitable Foundation), Morimura Houmeikai Foundation Scholarship (AFS Japan) and Aspen Institute Virtual Exchange Scholarship (with participants from AFS Mexico) supported the participants across the world.

Participants in the AFS Global You Adventurer program shared their key learnings:

“This program expanded my knowledge about differences, suspending judgment, stereotypes and generalizations, and so much more. I really stepped outside my comfort zone by communicating with other people from different backgrounds and learning new things from them.”

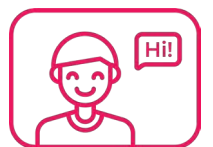


“I have learned a lot about how differences can cause conflicts, how to embrace them, how to be an ally with them, how to make everybody feel included and respected, and how to make this world comfortable, sustainable, secure for everyone. No one should feel marginalized.”

AFS Global You Changemaker focuses on leadership, social impact, and active global citizenship and is delivered in partnership with the **Center for Social Impact Strategy at the University of Pennsylvania**.

The program offers high school students in-depth online modules on global challenges, project-based learning, and opportunities to work collaboratively to develop solutions and implement social impact projects.

In 2023, 150 high school students from 32 countries participated across 9 cohorts. Most represented countries include China, Hong Kong, Malaysia, Indonesia, Philippines and India.



AFS Network Highlights

Thanks to a partnership with the **Ministry of Education (MEXT)**, over the past five years **AFS Japan** has been able to provide scholarships for the **Asia-Kakehashi Study Abroad Program**. A total of 974 Asian high school students from 21 countries and regions had the opportunity to study at 298 high schools in 47 prefectures across Japan. To mark this milestone, AFS Japan held a Global Education Forum. AFS Japan also kicked off the **Asia-Kakehashi Plus Project**, sponsored by the Japanese government, for 58 students from 19 Asian countries/regions and six G7 member countries. AFS Japan offered more than 100 additional scholarships for study abroad programs funded by partners like the **Mitsubishi Corporation, SONY group, Seven & i Holdings and more**.

AFS Brazil launched a new partnership with **Helena Antipoff Foundation** to expand impact across the country. The agreement included Effect+ workshops for more than 100 students (addressing issues such as environmental sustainability, quality education, reduction of inequalities, gender equality) and 20 scholarships for study abroad programs in 2023 and 2024. The Helena Antipoff Foundation develops projects aimed at fostering quality public education and providing the community with access to sports, culture and leisure.

AFS Türkiye is leading **AFS programs in Bulgaria**, having selected the students to participate in the Meiji Language Program in Japan, as well as for the PEACE programs to Türkiye in 2023. These programs are possible thanks to the support from Meiji Yogurt Company, AFS Japan, AFS Türkiye and the Embassy of Japan in Bulgaria.

Since 2016, the **European Federation for Intercultural Learning (EFIL)**—the umbrella organization for AFS in Europe—has been working to advance on the recognition of learning periods abroad through the **#RecogniseStudyAbroad campaign**. This campaign has developed tools targeting policymakers, education professionals, students and their parents.

After spending three months on an AFS high school exchange, more than 250 students participated in the **PEACE camp by the European Federation for Intercultural Learning (EFIL)** where they discussed pressing global issues and how they can advance change in society.

AFS New Zealand hosted the first exchange students since 2020 when the country went into lockdown due to the Covid-19 pandemic. **AFS China** also resumed hosting programs in autumn 2023. Chinese visa and entry policies were adjusted to allow for exchange students to enter the country again after the Covid-29 restrictions.

AFS JAPAN
in partnership with the Ministry of Education (MEXT)

974
Students from Asia

21
Countries

Scholarships
for the **ASIA-KAKEHASHI STUDY ABROAD PROGRAM** at **298** high schools in **47** prefectures across Japan.

100+
additional scholarships

EFIL

PEACE Camp

250+
Students

AFS NEW ZEALAND & AFS CHINA

Hosted the first **EXCHANGE STUDENTS** since **2020**

EFIL

#RecogniseStudyAbroad campaign

advancing the official recognition of learning periods abroad

New tools targeting policymakers, educators, students and their parents

AFS BRAZIL
in partnership with Helena Antipoff Foundation

100+
Students

20
scholarships

Environmental sustainability, quality education, reduction of inequalities, gender equality

AFS TÜRKIYE
is leading

AFS programs in Bulgaria

Support from Meiji Yogurt Company, AFS Japan, AFS Türkiye & Embassy of Japan in Bulgaria

Meiji Language Program in Japan

PEACE programs to Türkiye in 2023



ADVANCING GLOBAL CITIZENSHIP WITH SCHOOLS AND EDUCATORS

— A New Educational Framework to Achieve Our Mission

VALUE & BELONG
to a common and diverse world

TAKE ACTION
toward collective wellbeing



INQUIRE CRITICALLY
about the world beyond immediate environments

UNDERSTAND & RELATE
to others across differences

What does it really mean to educate people to be active global citizens?

AFS developed and released an **“Educational Framework for Active Global Citizenship”** to define just that. The Framework was developed with the conceptual leadership of Dr. Veronica Boix Mansilla (Harvard Graduate School of Education, USA) and in close collaboration with a committee of educational experts and practitioners, including Dr. Roberto Ruffino (Fondazione Intercultura, Italy), Dr. Martyn Barrett (University of Surrey, UK), Dr. Ana María Velásquez (Universidad de los Andes, Colombia), Dr. Frédérique Børhaug (VID Specialized University, Norway), and Mohamed Abdel-Kader (Radial Global Advisory, USA).

It represents more than a set of guidelines for AFS: **It is a tool that can be used by any organization, anywhere, that is dedicated to global citizenship education.**

The Framework reflects our reinforced commitment to developing active global citizens and driving positive change worldwide. It puts into action our mission to build a larger, more engaged community of interculturally competent active global citizens.

The AFS Framework for Active Global Citizenship defines active global citizens as people whose informed, compassionate, and ethical compass drives them to lead lives and make decisions that contribute to a more just, equitable, peaceful and sustainable world.

Partnering with Educators to Explore the Impact of Virtual Exchange

The latest AFS research study found that young people **do advance their global competence when participating in virtual exchanges**. This research provides schools and educators with valuable evidence about the value and impact of virtual exchange programs in the classroom.

This research and report is funded by the **Stevens Initiative, which is housed at the Aspen Institute** which helps expand the virtual exchange field through advocacy, investment and knowledge sharing. The study *Assessing the Intercultural Impact of Virtual Exchange for High School Students* engaged 250 teens (13-17 year old) from Australia, India, Indonesia and China **sponsored by the Victorian Government of Australia** and built on previous research about virtual exchange that AFS completed in 2021.

The results of this study are highly relevant for those interested in delivering virtual exchanges in a group-based environment in an institutional setting, such as a school or university. The research showed that learning was strongest in the 'world orientation' and 'interpersonal engagement' dimensions of the Intercultural Effectiveness Scale (IES), a respected tool that evaluates competencies critical for effective interaction with people who are different from one another.

Stevens Initiative

AFS also partnered with **Global Cities, a project of Bloomberg Philanthropies**, to advance the measurement of student learning outcomes for global competence through the use of an innovative tool, the *Codebook for Global Student Learning Outcomes*.

The research examined AFS's Global You and Global Up curricula and found that the AFS students were developing global competence skills and knowledge thanks to the carefully curated curricula of these programs. Global Cities, in collaboration with Harvard Graduate School of Education, developed the *Codebook* as a tool to enable educators and researchers to define, teach, observe, and measure progress towards global competence for K-12 students.

globalcitiesinc.
A PROGRAM OF BLOOMBERG PHILANTHROPIES



AFS Mongolia organized a summer camp for participants in the AFS Effect+ Program.

Bringing Global Citizenship to Classrooms Worldwide with Effect+

AFS developed the Effect+ Virtual Program to help teachers and students develop global citizenship skills and learn about the United Nations Sustainable Development Goals. Thanks to **The Cyril Taylor Charitable Foundation**, 300 teachers received full scholarships for the AFS Effect+ for the Classroom program in 2023.

This award-winning virtual capacity building program has already impacted more than 750 teachers and their classrooms in 65+ countries. The free resources developed as part of the program and made available through the free *Toolkit for Educators* have also reached many more educators across the 10,000 high schools AFS works with annually worldwide.

AFS Mongolia organized the first AFS Effect+ Summer Camp, a fully-funded program on Global Citizenship and UN Sustainable Development Goals (SDGs) featuring the Effect+ curriculum. This event was possible thanks to a generous grant of the **Projects for Peace - Middlebury College**, enabling 24 participants aged 13-17 from diverse backgrounds to drive positive change within their local communities. The camp also featured talks by local experts, addressing topics such as the importance of media literacy within the context of SDGs and the significance of mental health for young changemakers.



Participants in the AFS Global STEM Academy in Brazil.

AFS Network Highlights

Intercultura (AFS Italy), in collaboration with other institutions working in the field of education, organized 100 workshops on active global citizenship in Italian high schools, involving more than 2,100 students. The workshops were a part of an 18-month-long project sponsored by the Ministry of Labor and Social Policies, which also produced a learning kit, a website with special online resources, several volunteer training events on global citizenship, and a 25-hour blended learning course for 150 teachers, which was certified by Fondazione Intercultura.

The AFS organizations from the **Latin American Alliance for Intercultural Education (ALEI) started to host and organize faculty-led programs** in 15 different countries. For example, the Pedagogical University of Dominican Republic sent a group of 10 pre-service teachers and a faculty member to Guatemala for a 12-day study tour supported by the AFS Global Up Educator program.

AFS Poland completed the training for high school principals and teachers organized under the Erasmus+ project ETAR (Empowering Teachers for Automatic Recognition) for 2022-2023. More than 30 principals and teachers expanded their knowledge and skills on the evaluation of competencies acquired by high school students in the course of international mobility.

AFS Egypt alumni facilitated 16 intercultural learning workshops for 200+ students about their cultural identity and diversity and their role in social relationships through engaging activities, discussions, and simulations.

AFS-USA published a new AFS Intercultural Club Toolkit for educators, schools, students, and volunteers. This resource helps any international/intercultural club sponsor save hours of planning for meetings throughout the school year because it includes resources for two club meetings per month as well as extra ideas, themes, and activities.

AFS ITALY
in collaboration with other institutions working in the field of education

100
Workshops on **ACTIVE GLOBAL CITIZENSHIP**

2,100
Students

150
Teachers



Certified by **FONDAZIONE INTERCULTURA**

AFS-USA published a new

AFS Intercultural Club Toolkit

for educators, schools, students, and volunteers



RESOURCES
for two club meetings per month as well as extra ideas, themes, and activities.

ALEI

Faculty-led programs



15 Different countries

AFS EGYPT alumni



16

INTERCULTURAL LEARNING Workshops

200+

Students

AFS POLAND completed the

training for high school principals and teachers

Erasmus+ project ETAR

30+
principals and teachers



expanded their **KNOWLEDGE & SKILLS**



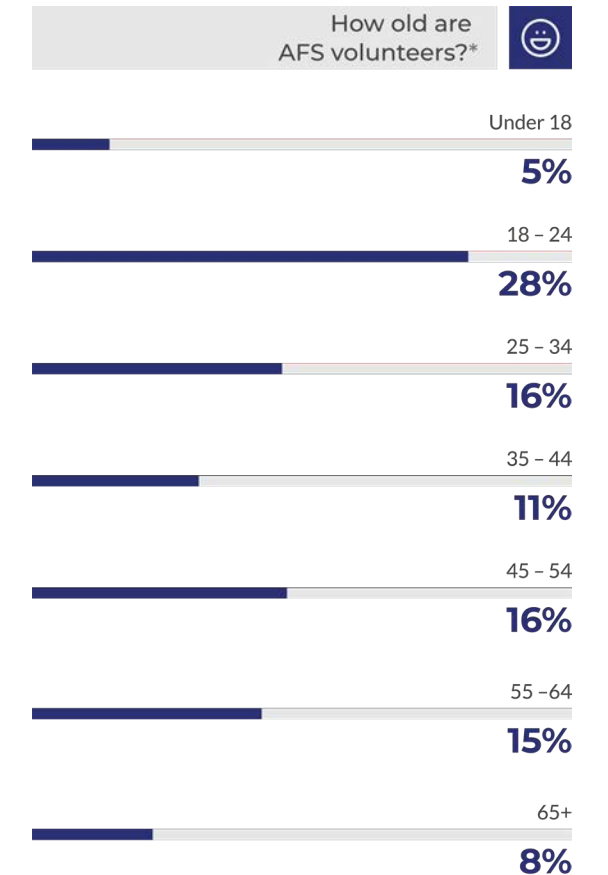
FOSTERING IMPACT WORLDWIDE THROUGH A POWERFUL VOLUNTEER FORCE AND YOUTH LEADERSHIP

— AFS Volunteers Thrive in a Supportive Community of Global Citizens

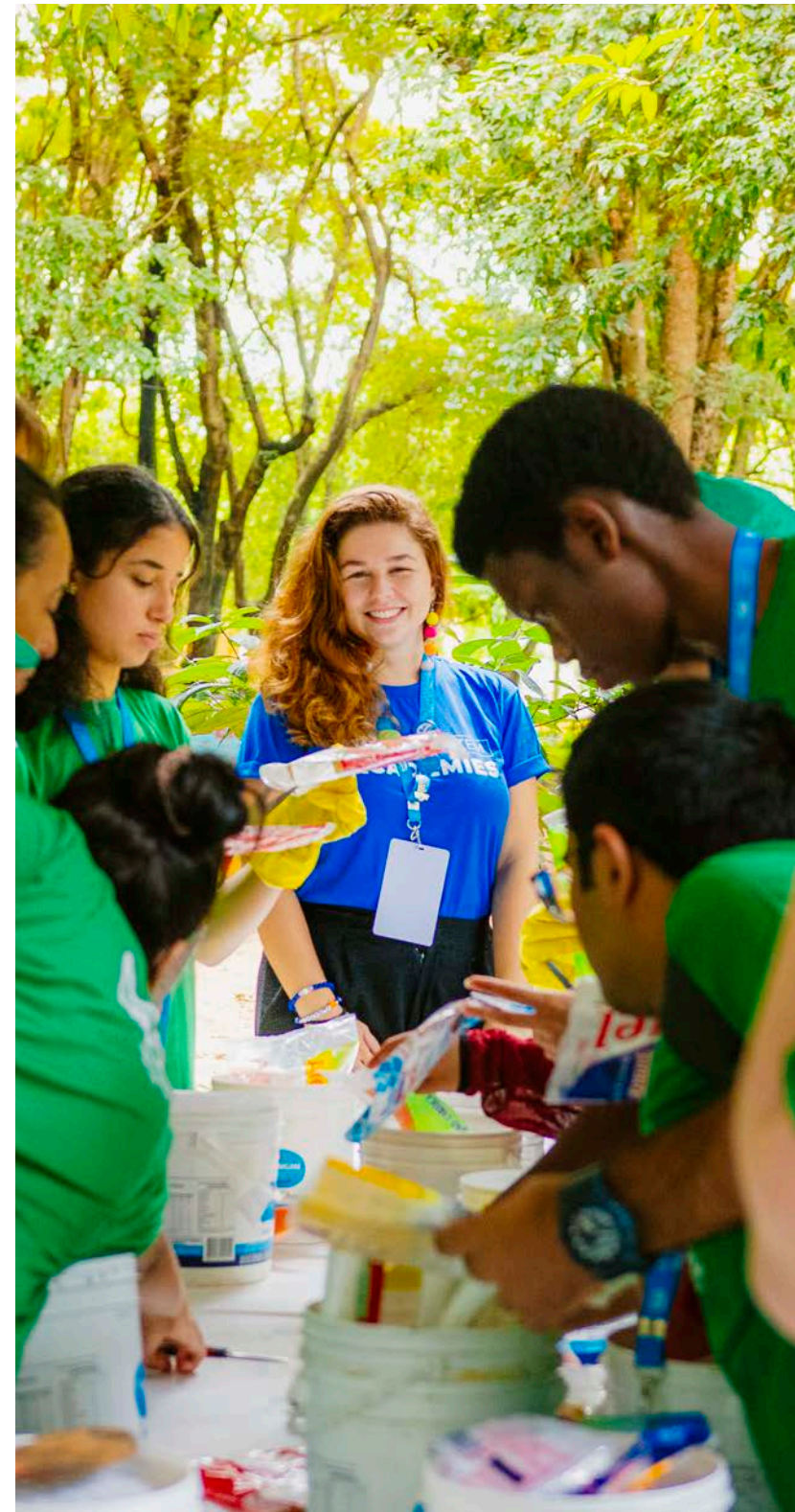
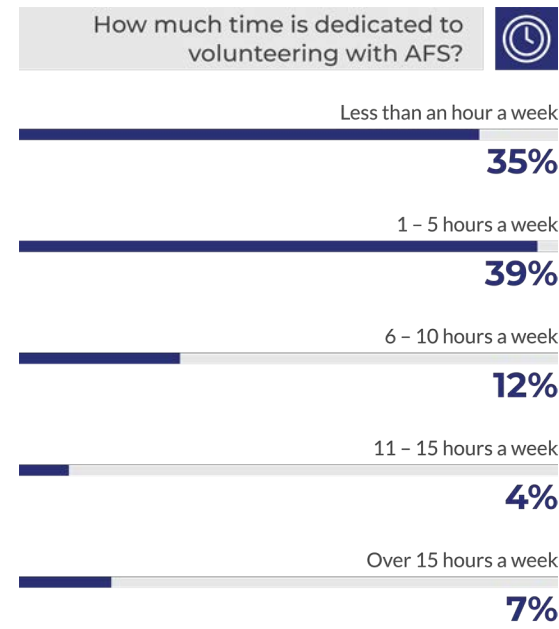
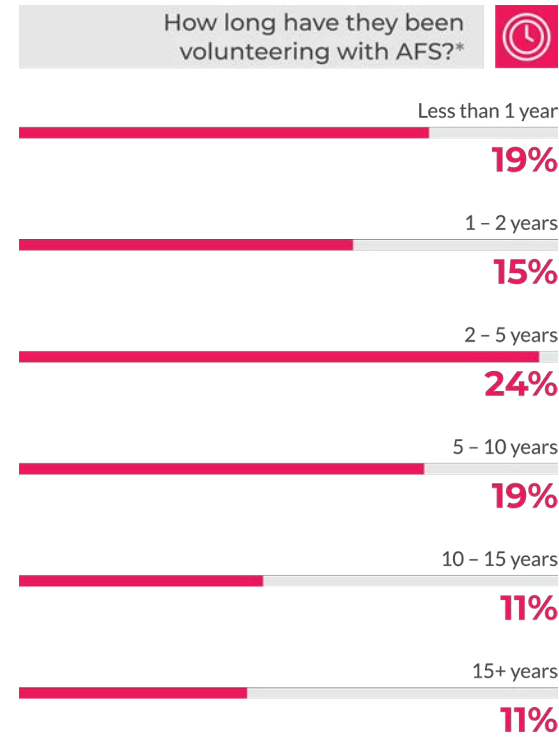
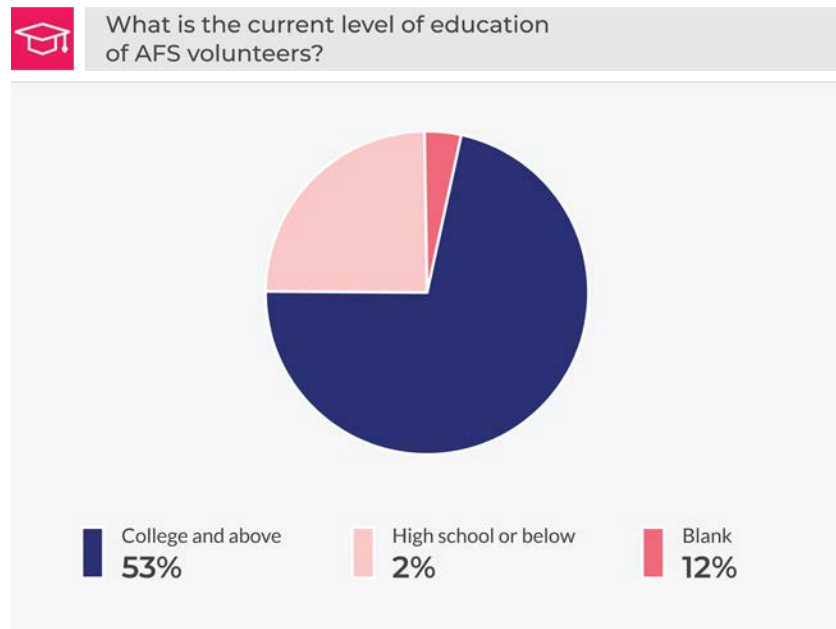
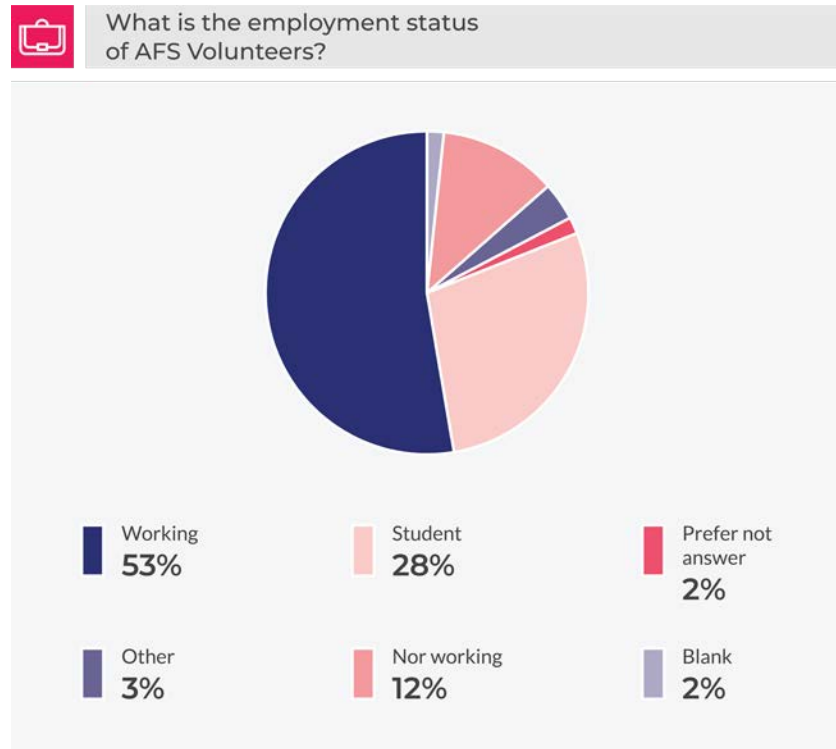
95% of AFS volunteers say that they find their activities meaningful, demonstrating how our volunteer opportunities allow people to create an impact in their communities and help develop active global citizens (including themselves!). This data comes from our bi-annual Volunteer Survey and Evaluation (VSE) which included over 4,500 responses, making it one of the biggest surveys of its kind in a non-profit globally.

This was the second edition of this version of the survey conducted in 2022, and it serves as a valuable tool to plan volunteer operations, strengthen the relationship between staff and volunteers and understand the state of the AFS Network better. The survey also found that:

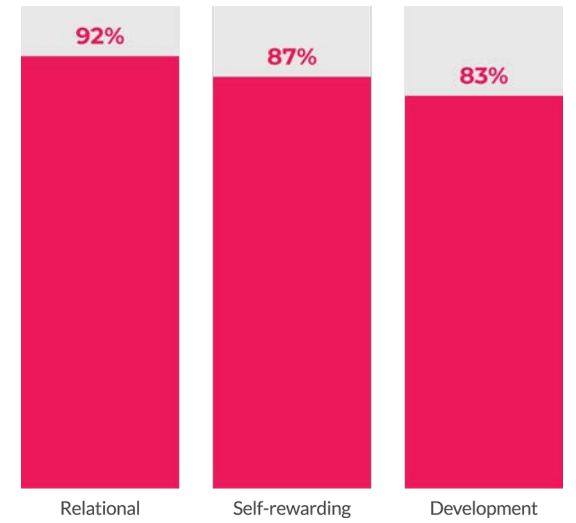
- 90% of responding AFS volunteers say that the main motivating factor for people to volunteer with AFS are the relationships and community they develop as they volunteer.
- Volunteers aged 18–34 represent 49% of the total AFS volunteer base globally,
- 30% of our volunteers have been volunteering for over 10 years.



*1% of the respondents didn't reply to this question



WHAT MOTIVATES PEOPLE TO VOLUNTEER WITH AFS?



Relational

Creating an environment where volunteers can share successes and challenges with each other, and grow as a team



Self-rewarding

Frequently receiving recognition for the work volunteers do, in a variety of ways



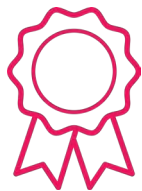
Skills Development

Having the opportunity to learn and apply new skills

Celebrating Outstanding AFS Volunteers

The **AFS volunteer community—more than 30,000 people strong—** is the main force that drives our mission and impact around the world.

On International Volunteer Day, AFS volunteers gathered at a virtual meet-up to celebrate the most outstanding members of our community, and the AFS spirit: the one that gives them a sense of family and belonging, humility and selflessness, and the ability to help others grow and expand impact.



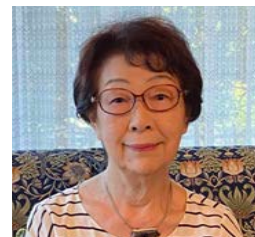
HERE ARE THE WINNERS OF THE 2023 AFS VOLUNTEER AWARDS:

AFS Galatti Award winners:

Established in 1983, the AFS Galatti Award honors AFS volunteers whose longtime commitment, dedication and exceptional journey with the organization have advanced the AFS mission and created an impact.



◀ **Debra Maly,**
AFS-USA



◀ **Kazuko Nakano,**
AFS Japan

Young AFS Volunteer Award winners:

Established in 2015, the Young AFS Volunteer Award for Outstanding Service recognizes AFS volunteers under the age of 30 whose exceptional contributions to the organization have made a difference in advancing the mission and goals of AFS.



◀ **Mohammad Shadab,**
AFS India



◀ **Juan Sebastián Porrás Chaves,**
AFS Colombia

Peggy and Art Howe Award winners:

Established in 2016, the Peggy and Art Howe Award honors the outstanding service of AFS volunteer families.



◀ **Auvinen Family,**
AFS Finland



◀ **Stark Family,**
AFS-USA



◀ **Seronni Family,**
AFS Brazil



◀ **Kugler Family,**
AFS Hungary

AFS Community Impact Award winners:

Our newest award, established in 2023, the AFS Community Impact Award for Standout Local Chapters recognizes the exceptional efforts AFS Local Chapters do every day to further the AFS Mission.



◀ **Belo Horizonte,**
AFS Brazil



◀ **Catalunya,**
AFS Spain



◀ **Indore,**
AFS India

**

Beyond the Call of Duty Award winners:

Created to recognize actions where AFS volunteers go above and beyond their normal, day-to-day volunteer work, embodying the spirit of AFS Volunteer Ambulance Drivers who founded our organization more than 100 years ago.

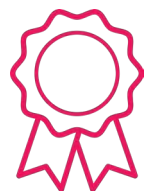


◀ AFS Türkiye Volunteers

**

AFS Turkey volunteers won this award for their work after the earthquake that happened in February 2023. AFS Turkey staff and volunteers organized from the very beginning to support the people affected, translate for and help foreign rescue teams at the airport in Istanbul. They also launched the AFS Youth Tent Project to support young earthquake survivors between the ages of 15-25. The project provides a space for young earthquake survivors to connect, learn, and accelerate their well-being through a variety of non-formal youth activities. This project is conducted in collaboration with local authorities, AFS Germany and with funding from Mercator Foundation.

AFS acknowledges with profound sadness the passing of Ege Okant during the earthquake. Ege was a longtime volunteer and AFS alumna to Costa Rica and Denmark.



▶ Volunteers from AFS Brazil

◀ Volunteers from AFS Greece & Cyprus

— **Strengthening Volunteerism in AFS: Applying the “Animatori” Model of Volunteer Management**

AFS International implemented a mentoring program for AFS national organizations to strengthen our local volunteer organizations, based on the successful system of Intercultura (AFS Italy) called the *Animatori Model*, named after the term for local AFS chapter leaders in Italy. Through the *Animatori Model*, AFS organizations develop tools and structure to improve the volunteer experience, support and grow local chapters. A bigger and better prepared volunteer force is reflected in enhanced experiences of all our program participants.

In 2023, eight AFS organizations implemented the *Animatori Model*: in France, Spain, Denmark, Finland, Greece, Czech Republic, Belgium French and Switzerland. Learnings and outcomes of this project will feed into a toolkit and training for all AFS organizations to replicate the model in their local chapters.

— **Empowering Volunteers and Staff through Training and Professional Development**

Because our volunteers play such a vital role in our work, it's important they be highly trained.

AFS volunteers have the opportunity to participate in a special skill development program: *AFS Foundations of Intercultural Learning & Global Competence*. In 2023, 900 new AFS volunteers were enrolled. This training is a comprehensive educational program designed to provide participants with a deep understanding of intercultural learning and the skills needed to navigate and thrive in a globalized world.

The new PEAK certified facilitator program (*PEAK: Professional Education and Knowledge*) which equips volunteers with transferable skills in dialogue facilitation was piloted in 2023 with volunteer facilitators from across the network who provided feedback to help improve the program. A total of 40 AFS volunteers were certified in this pilot. In 2024, we anticipate certifying approximately 350 volunteers.



Breakthrough to a Better Future: 2023 AFS Youth Assembly

AFS Youth Assembly convened hundreds of dynamic young global citizens from over 100 countries in New York City (August 11-13, 2023) aspiring to make a *Breakthrough to a Better Future* and take important actions towards the UN Sustainable Development Goals (SDGs).

The AFS Youth Assembly is a global platform that cultivates an international network of young leaders and changemakers through exchange, education, action and impact. More than 30 different panels, workshops and interactive sessions explored the topics of **Reducing Inequalities, Education & Employment, Climate Action, Global Trust and Global Solidarity.**

Our Delegates celebrated **International Youth Day** at the UN headquarters together with dignitaries, leaders, educators, activists and champions of sustainable development. The Permanent Mission of Malta to the UN was the lead endorser of this event, and the UN Department of Global Communications, Civil Society Unit partnered with AFS to organize the celebration.

We were honored to receive the **New York City Mayoral Proclamation**, declaring August 11 The AFS Youth Assembly Day in New York City.

The remarks of Daniel Obst, President and CEO of AFS Intercultural Programs, set the tone for the discussions that are to come over the next two days at the AFS Youth Assembly:

“We must place young people at the center of creating positive change in the world, and young people must have a seat at the table in any discussion about any of the major issues of our time.”



▶ Moemen Sobh receiving the AFS Award for Young Global Citizens.



Moemen Sobh from Egypt won the AFS Award for Active Global Citizens for his initiative Visenleer. Visenleer is a regenerative initiative in the MENA region that creates sustainable textile materials using only ocean waste. Second place winners of the AFS Award were Olamiposi Ekuma, Nigeria for Genesys Tech Hub, and Ilan Enverga, the Philippines for Youth For Better: an SDG-Centered Curriculum for Global Changemakers. Special recognition was given to Khaled Abdulwahed, who represents an NGO called Molham Team that provides housing for Syrian refugees.

This year's **Outstanding Youth Delegate Award was presented to Savannah Verhage** from South Africa for her excellent leadership skills, unparalleled experience and track record in youth engagement and action for sustainable development. DHL supported the Outstanding Youth Delegate Award with \$1,000.

Miguel Ortega, Mashkur Isa, Larissa Cevallos, Dana Al-Anzy, Khaled Abdulwahed, Delton Domah, Wang Xingkai, and Kwamena Hammond were recognized as **Outstanding Youth Assembly Ambassadors.**

A select number of participants joined different Academies before the AFS Youth Assembly conference started. These **enriching program tracks offer a comprehensive theme-based experience beyond the flagship conference** with a series of seminars, organization site visits and exclusive special events to facilitate learning, connection, engagement and action beyond the conference. The AFS Youth Assembly Academies focused on Climate Entrepreneurship (delivered by the New York University (NYU) School of Professional Studies, Center for Global Affairs), Change-making (delivered by the Center for Social Impact Strategy at the University of Pennsylvania), Global Education (supported by AFS-USA) and International Affairs. **125 Delegates received scholarships to join these programs**, thanks to the support of bp.

◀ Daniel Obst President and CEO of AFS Intercultural Programs receiving the New York City Mayoral Proclamation.

THE 2024 AFS YOUTH ASSEMBLY WAS SUPPORTED BY:

Academy Partners



Knowledge Partners



Program Partners



Media Partners



Delegations



Sponsors



AFS Supports the UN Sustainable Development Agenda

AFS organized a virtual event on the sidelines of the **United Nations Economic and Social Council (ECOSOC) Youth Forum** on how young people can create social impact and tackle the UN Sustainable Development Goals (SDGs). The event was organized in partnership with the University of Pennsylvania Center for Social Impact Strategy, and in collaboration with the UN Department of Global Communications.

Several AFS Youth Assembly alumni, including Shah Chowdhury and Moemen Sobh, participated in the **28th United Nations Climate Change conference, COP28**. While Moemen spoke on the “Making Waves with the Middle East’s Future Water Leaders” panel as part of the Expo City Dubai Pavilion Programme, Shah joined the official delegation of Bangladesh along with Dr. Farhina Ahmed, Honorable Secretary, and Abdul Hamid, Director General of Bangladesh Ministry of Environment and Climate Change.

AFS Network Highlights

1,110 local AFS chapters worldwide supported exchange program participants before, during and after their intercultural experiences. Our experienced support volunteers and local chapter teams helped them learn a new language, adjust to the local culture, support their communities and have a successful intercultural learning experience. Volunteers promoted the AFS mission in their communities in local media and reached new audiences and areas through their activities.

The **AFS Volunteer Summer Summit** (July 23-28, 2023 in Reims, France), under the theme of "Education for Democratic Citizenship," is the largest gathering of AFS volunteers organized by the **European Federation of Intercultural Learning (EFIL)**. The Summit gathered more than 100 AFS volunteers who participated in workshops, projects and leisure activities to share their experiences and build a stronger network together.

As part of our vision to create a more just, equitable, peaceful and sustainable world, AFS is proud to celebrate the LGBTQ+ community during the month of June, which is pride month in the USA and in many other countries around the world. For example, about 70 AFS volunteers, staff, participants and supporters of AFS Germany walked through Hamburg with the motto: more education towards queer life worldwide: AFS and Intercultural Exchange foster AccepTRANS. Thanks to the initiative of Queer AFS Costa Rica, this organization joined the Pride march for the first time, with the desire to make AFS a safe place for everyone and show our support for inclusion and diversity.

AFS India, in collaboration with ASN Senior Secondary School from Delhi and the United Nations Information Center for India & Bhutan, **launched the G20 Young Leaders Summit** at New Delhi. The G20 Young Leaders Summit is a platform where individuals from various countries come together to tackle pressing global challenges, explore innovative solutions and foster cross-cultural understanding.

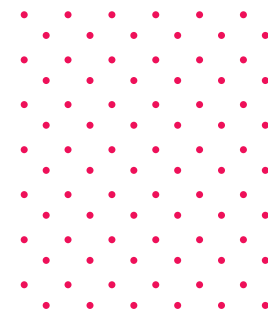
AFS Egypt collaborated with Rotaplast International and Rotary Egypt, in a medical convoy in Luxor, Egypt, supporting patients with cleft lips, palates, and burn scars by translating essential information about surgical procedures, post-operative care, and medical instructions.

AFS Thailand organized the first AFS Forum 2023: Power of AFS Network, which brought together AFS alumni to create networks, develop new projects and expand business ideas. The event featured keynote talks from notable AFS alumni, like the chairman of the Thai Chamber of Commerce and Board of Trade of Thailand, Mr. Sanan Angubolkul.

AFS Dominican Republic has been elected **Chair of Umbrella Entity for Non-Profit Organizations**, a national federation of non-profit entities with a membership of more than a thousand organizations.

AFS Denmark has been awarded as the **Youth Organization of the Year 2023 by the Danish Youth Council** for the continued work on volunteer development in Greenland, The Faroe Islands and Denmark.

AFS Dominican Republic hosted a successful event focused on United Nations Sustainable Development Goal (SDGs) titled, 17 mesas, 17 objetivos. Over 130 people participated, including students, representatives of the business sector, non-profit organizations, educators, and AFS volunteers.



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LOCAL AFS CHAPTERS
WORLDWIDE
supported exchange program participants before, during and after their intercultural experiences.

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AFS DOMINICAN REPUBLIC
has been elected
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among **100+** organizations

hosted an event focused on SDGs:
17 mesas, 17 objetivos
130+ participants

AFS EGYPT
in collaboration with Rotaplast International and Rotary Egypt
Medical convoy in Luxor
supporting patients with cleft lips, palates, and burn scars

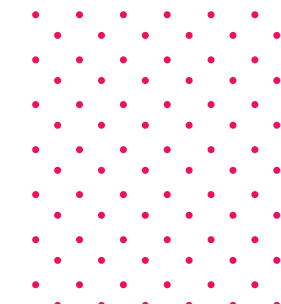
BY TRANSLATING ESSENTIAL INFORMATION

AFS THAILAND
organized
the first AFS Forum 2023: Power of AFS Network

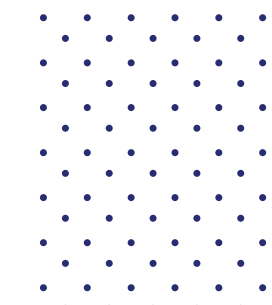
LGBTQ+ Pride Month

AFS GERMANY
70 Students volunteers, staff, participants and supporters walked through Hamburg

AFS COSTA RICA
joined the **Pride Month** events



AFS INDIA
in collaboration with ASN Senior Secondary School from Delhi and the United Nations Information Center for India & Bhutan
G20 Young Leaders Summit



EFIL
AFS Volunteer Summer Summit
100+ AFS volunteers

DONORS, SPONSORS AND FUNDING ORGANIZATIONS

Thank you to all AFS Intercultural Programs contributors. With your support, AFS provides study abroad scholarships, intercultural educational resources for teachers and volunteer training programs.

Below is a list of selected donors, sponsors and funding organizations that contributed to AFS International.

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AFS Youth Assembly Sponsors

AFS is dedicated to making the Youth Assembly a diverse, inclusive, accessible event that includes young people from as many countries and communities as possible. This cannot be done without the support of generous Youth Assembly Sponsors. We are grateful to the sponsors of the 2023 AFS Youth Assembly, who with their support empower the next generation of leaders to tackle global challenges and transform their vision for a better future into action.

Anne Klein Communication Group
DHL Express
Fund for the City of New York
Dr Stanley Ho Foundation
Schwarzman Scholars

Fundraising to Support Global Impact

In 2023, the AFS Network raised \$36,613,756 in funds which provided financial support to 49.4% of our participants in in-person and virtual exchange programs.

AFS International Donors shared why they support AFS:



▲ Vishakha Desai, AFS alumna and former Chair of the AFS International Board of Trustees:

"I know from personal experience that the AFS experience of living with a family outside of your familiar surroundings at a relatively young age is transformational in preparing a young person to become a globally conscious and committed individual. This experience should be available to all worthy young people and should not be a privilege available to those who can afford the fee.

In our current context when the world seems to be hopelessly divided, there is an urgent need to have people who are culturally fluent and capable of working with different groups of people. So, I think we need to commit ourselves to creating a community of such globally attuned people. This takes support and dedication. I am glad that many of us take this task seriously. Now is the time for the entire AFS family to redouble their efforts to make AFS strong and healthy!"



▲ Tsugiko Scullion, AFS alumna, former board member of AFS Japan, AFS USA, and AFS International, and former staff of AFS International:

"I am indebted to AFS for having given me courage and a key to keep opening doors to new learning experiences and challenges throughout my life. It has also given me my second family to whom I am still very close and a gaggle of dear friends scattered around the world.

In the world that has become increasingly fragmented, the role of AFS has grown even more important than ever before. Intercultural learning experiences with quality and substance, which AFS can provide, help build the basis for empathy and respect for others with different backgrounds and views, an essential ingredient for a society that embraces diversity. That is why I support AFS!"



▲ Bill Meserve, AFS alumnus and host family member, former AFS Trustee, current Director of the AFS Foundation:

"AFS, for most, is a transformative experience. It broadens our understanding and appreciation of the diversity and richness of the world we live in; it enables us to see the world and our own country from a different perspective; and it promotes personal independence, self-reliance, curiosity and self-confidence. Through intercultural learning and the sharing of our individual experiences with others, we help promote mutual understanding everywhere. Ultimately, that benefits us all.

My AFS experiences have profoundly influenced and shaped my own life, which has been enriched enormously through incredible adventures and wonderful friendships all over the globe. I want to ensure more people can have this experience, and that is why I continue to support AFS."

FINANCES

— AFS International Finances

AFS Intercultural Programs, Inc. (“AFS International”) is a not-for-profit organization incorporated under the laws of New York State, USA, and is a tax-exempt organization under the Internal Revenue Code 501(c)(3) of the United States of America. The below charts are excerpt from the financial statement of AFS International performed by the audit firm PKF O’Connor Davies, LLP.

The full financial statement can be found at: afs.org/about-afs.



AFS INTERNATIONAL FINANCES

Statement of Financial Position (in US dollars)	2023	2022
ASSETS		
Current assets		
Cash and cash equivalents	3,740,579	3,550,851
Investments	2,594,440	2,319,729
Other assets	7,645,620	8,421,103
Total current assets	13,980,639	14,291,683
Noncurrent assets		
Property and equipment, net	42,019	82,951
Collective insurance account, net	1,521,692	1,429,987
Total noncurrent assets	1,563,711	1,512,938
TOTAL ASSETS	15,544,350	15,804,621
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	737,080	1,313,101
Due to partner organizations in clearinghouse	1,239,168	883,699
Other liabilities	6,699,509	6,843,446
Total liabilities	8,675,757	9,040,246
Net assets		
Without donor restrictions	4,808,619	4,688,814
With donor restrictions:		
Time and purpose restrictions	835,492	931,230
Perpetual in nature	1,224,482	1,144,331
Total net assets	6,868,593	6,764,375
TOTAL LIABILITIES AND NET ASSETS	15,544,350	15,804,621
Statement of Activities (in US dollars)	2023	2022
OPERATING ACTIVITIES		
Public support and revenue		
Fees from partner organizations	11,165,080	6,355,968
Contributions and government grants	4,709,297	3,087,228
International conference fees and projects	1,222,506	1,124,461
Investment return	399,002	(326,803)
Other Income	22,500	383,642
TOTAL PUBLIC SUPPORT AND REVENUE	17,518,385	10,624,496
EXPENSES		
Program services		
Partner services	9,602,071	8,159,155
Network Fund services	6,124,787	5,658,197
Total program services	15,726,858	13,817,352
Supporting services		
Administration	1,326,405	1,533,811
Fundraising	23,207	20,984
Total supporting services	1,349,612	1,554,795
TOTAL OPERATING EXPENSES	17,076,470	15,372,147
Change in net assets from operations	441,915	(4,747,651)
Non-operating activities (net)	(337,697)	173,290
Change in net assets	104,218	(4,574,361)
Net assets at beginning of year	6,764,375	11,388,736
Net assets at end of year	6,868,593	6,764,375

FINANCES

AFS Network Finances

The AFS Network Finances reflect the combined financial activity of all AFS Partner organizations, which are incorporated under the laws of the country in which they are located, and likewise prepare financial statements and tax reports as required by the jurisdictions in their respective countries. Each Partner undergoes an annual fiscal audit and presents to AFS International a copy of the independent auditor's opinion along with its financial statements.

The information for the two years shown has been gathered from the audited financial statements of all the Partners and AFS International for these years. The resulting tables reflect the combined financial activity in the AFS worldwide network of Partners. The compilation of the 2023 financial statements will be available once the annual audits around the world are completed.

The tables presented on the following page are not the result of an audit performed by one firm.



AFS NETWORK FINANCES

Balance Sheets (in US dollars)	2022	2021
TOTAL ASSETS	145,321,565	141,046,405
TOTAL LIABILITIES	70,791,090	58,503,148
Unrestricted assets	60,635,900	65,320,711
Restricted assets	13,894,575	17,222,545
TOTAL NET ASSETS	74,530,475	82,543,257
TOTAL LIABILITIES AND NET ASSETS	145,321,565	141,046,405

Statement of Activities (in US dollars)	2022	2021
Program Revenues	93,965,098	72,292,447
Contributions Received from		
Corporations, Foundations, Governments and Individuals	39,359,262	31,773,489
Interest Income & Other Income	3,821,601	9,439,046
TOTAL REVENUES	137,145,961	113,504,982
Program expenses	60,293,117	53,935,785
Other expenses (Administrative and financial)	79,195,310	50,779,912
TOTAL EXPENSES	139,488,427	104,715,697
SURPLUS (DEFICIT)	(2,342,466)	8,789,285



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